



## OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, III | Madhu Singh | Charlie Winburn  
Executive Director Angela Phelps-White

February 29, 2024

Date Mailed: February 29, 2024

Thomas Wurm  
191 Sycamore Street  
Tiffin, OH 44883Leslie Erwin, Chief Human Resources Officer  
Heidelberg University  
310 East Market Street  
Tiffin, OH 44883**LETTER OF DETERMINATION**Thomas Wurm v. Heidelberg University  
TOLA2(003268)11162023/22A-2024-00551C**FINDINGS OF FACT:**

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

**DECISION:**

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

Charging Party, please refer to the enclosed **NOTICE OF RIGHT TO SUE** for additional information on Charging Party's suit rights.

**NOTICE OF RIGHT TO PETITION FOR JUDICIAL REVIEW:**

A determination of the Commission that constitutes a Final Order is subject to judicial review, wherein the court reviews the contents of this letter and determines if there are sufficient factual findings supporting why the Commission did not issue a complaint. A petition for judicial review must be filed in the proper common pleas court within **THIRTY (30) days** of the date the Commission mailed this Final Order. The right to obtain judicial review and the mode and procedure thereof is set forth in Ohio Revised Code § 4112.06.

The judicial review process is not a means to reexamine the investigation or further pursue your allegations through the Commission. You may consult with an attorney for information on available options.

A Probable Cause finding is not a Final Order and is not subject to judicial review by a court. All other determinations of the Commission constitute a Final Order and are subject to judicial review by a court.

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FOR THE COMMISSION,

*Stacy A. Latta*

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